

SUPERGRADES

What set out to do - how far along?

Objectives: (order is not importance but priority of need)

1. Ensure against abuses
2. Improve public and self image
 - Adapt to changed role/environment
3. Unify Agency
4. Ensure quality of personnel for future
5. Improve service to customers -
 - Better analysis
 - Better tailoring: Executive Branch
 - Congress
 - Public
6. Improve security

Ensure against abuses

Completed - Never ending

6-month survey

Quickly reassured against deliberateness

Deeply concerned at danger of another abuse

Past not malicious

But past not all directed from outside

Nosenko

Odious

Overzealous

Lack of balance/judgment

Due in part to compartmentation

Due in part to failure of leaders who knew
a little but not all (Your new load)

Can't take another

Can't let enthusiasm/compartmentation take over

Firings

Not under control - lying - disobeying rules -
responding to former employees -

Can't tolerate

Improve public & self image

Largely done

Part - being more responsive to media

Part - changing recognition of public/Congress

e.g., last few weeks

But also leadership problem

Up and down

Protect your juniors

ESPRI

New environment

Media won't evaporate

Unify

4 Agencies

4 pers systems

Lack mobility

Secretaries

Supergrades

Out sight/mind

Flo thru

Quality personnel

More certainty - definition

More leadership

More opportunity

Not 100% tenure

Elite

Fairness/understanding of promotions

e.g., Harvard Bus School

Customers

Analysis

Greater depth

More related to decisions

Exec Branch

Congress

Public

Publishing

Security

Begins at home

Record poor

Kampiles

Moore

Boyce

Documents taken out

APEX